University of Illinois at Springfield

Performance Metrics

FACULTY AND SCHOLARSHIP UPDATES BY:
UNIVERSITY OFFICE FOR PLANNING AND BUDGETING
AUGUST 10, 2018

REPORTED BY:
CHANCELLOR SUSAN J. KOCH
SEPTEMBER 27, 2018

Peer Groups

University of Illinois at Springfield
Auburn University - Montgomery
Clark University*
College of Charleston
Georgia College and State University
Iona College*
Lake Superior State University
Marist College*
Northern Michigan University
Shippensburg University of Pennsylvania
State University of New York at Brockport
Trinity University (San Antonio, TX)*
Union College (Schenectady, NY)*
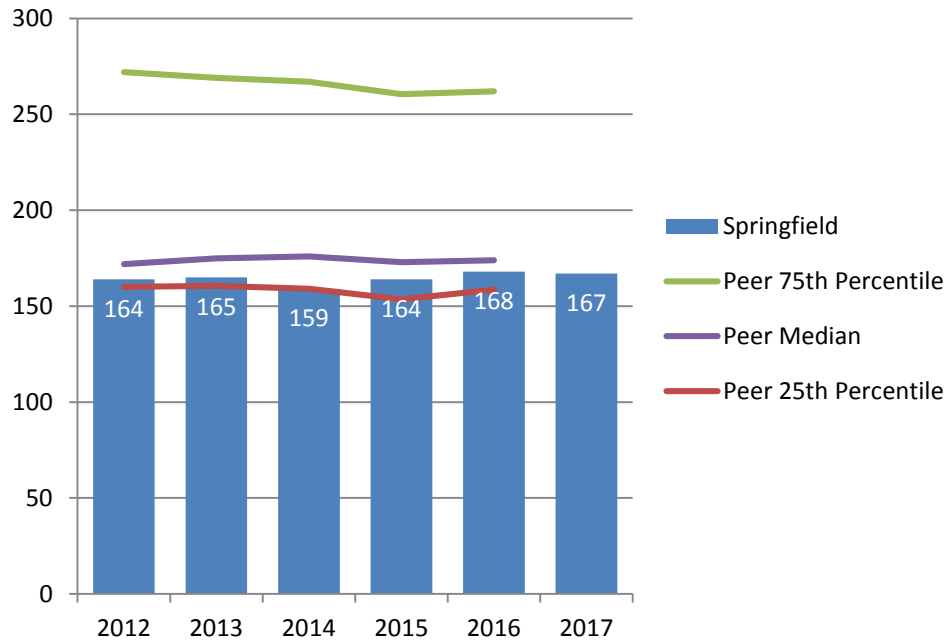University of South Dakota
University of Wisconsin - Green Bay

* Private Institution
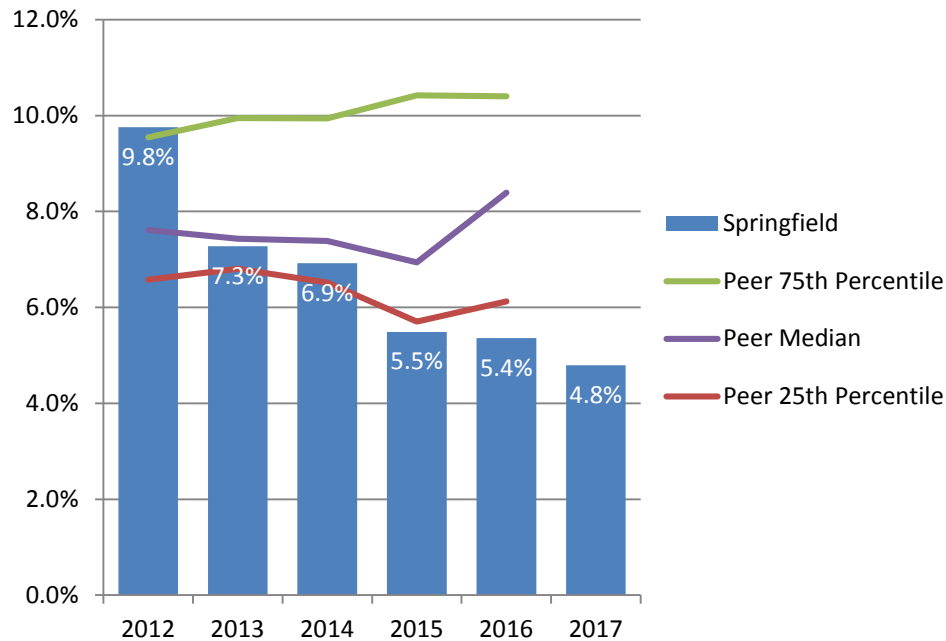
Faculty and Scholarship

Number of Full-Time Tenure System Faculty
Fall 2012 – Fall 2017

The number of full-time tenure system faculty at the University of Illinois at Springfield is lower than its peer median.

Note: Faculty counts exclude library faculty, those not benefit eligible and other part-time faculty.

Percent Full-Time Tenure System Faculty from Underrepresented* Groups
## Fall 2012 – Fall 2017

The University of Illinois at Springfield has a lower percent of full-time tenure system faculty from underrepresented groups than its peer median since Fall 2013.

Legend:
- Springfield
- Peer 75th Percentile
- Peer Median
- Peer 25th Percentile

Springfield values: 2012: 9.8%, 2013: 7.3%, 2014: 6.9%, 2015: 5.5%, 2016: 5.4%, 2017: 4.8%

* Includes Black, Hispanic, American Indian, Native Hawaiian/Other Pacific Islander, and multi-racial faculty. Excludes Auburn University at Montgomery, Clark University, Trinity University, and University of South Dakota due to lack of available data.

Student to Faculty Ratios*
Fall 2012 – Fall 2017
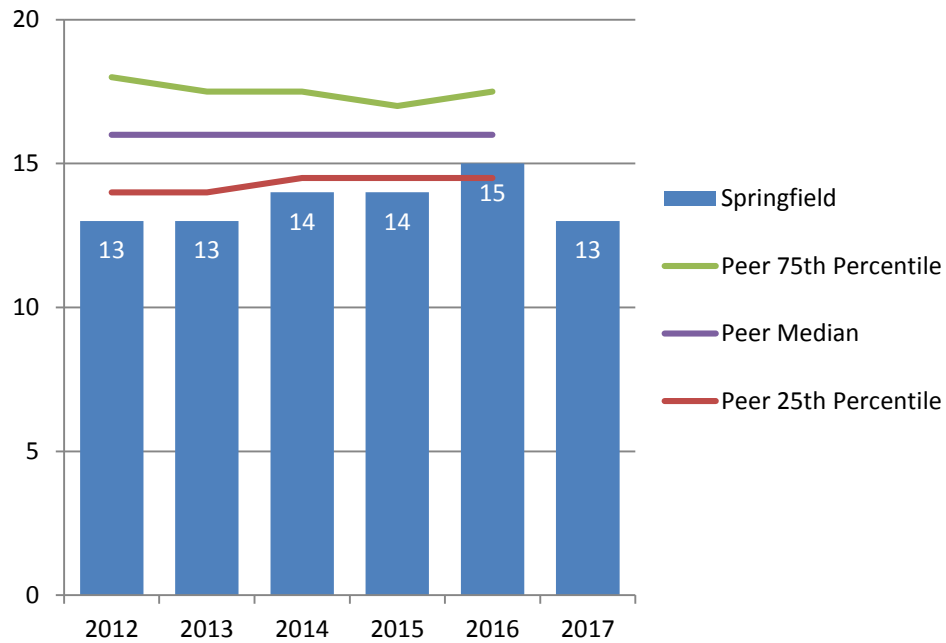
University of Illinois at Springfield has a lower student to faculty ratio than its peer median.

Legend:
- Springfield
- Peer 75th Percentile
- Peer Median
- Peer 25th Percentile

Springfield values by year:
- 2012: 13
- 2013: 13
- 2014: 14
- 2015: 14
- 2016: 15
- 2017: 13

* Excludes graduate students and faculty who teach primarily graduate programs.

Percent Undergraduate Class Sections with Fewer Than 20 Students
Fall 2013 – Fall 2017
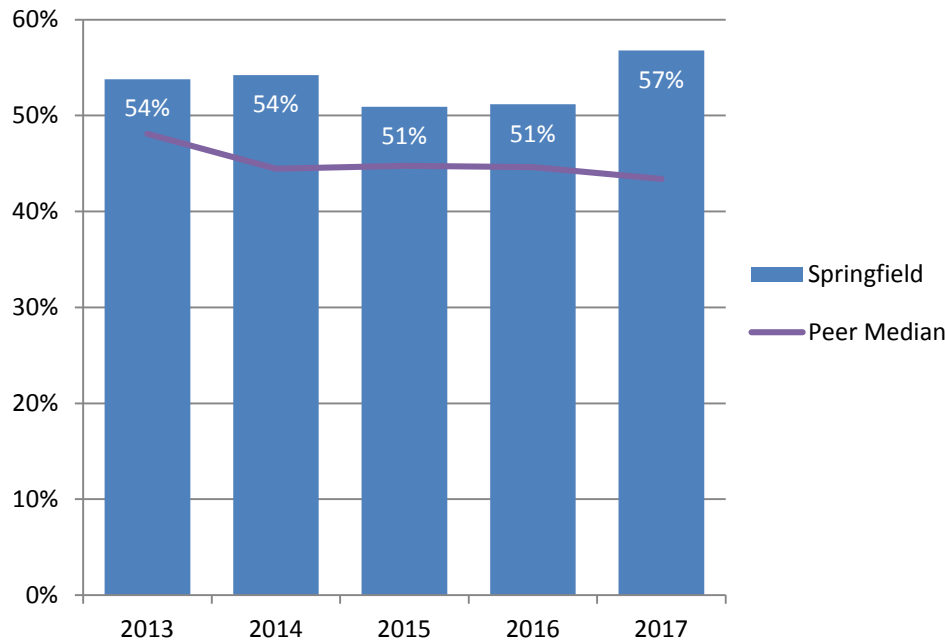
The percent of classes with fewer than 20 students at the University of Illinois at Springfield is higher than its peer median.

Legend:
- Springfield
- Peer Median

Springfield values: 2013: 54%, 2014: 54%, 2015: 51%, 2016: 51%, 2017: 57%

Note: Excludes Iona College due to lack of available data.

# Percent Undergraduate Class Sections with More Than 50 Students
Fall 2013 – Fall 2017
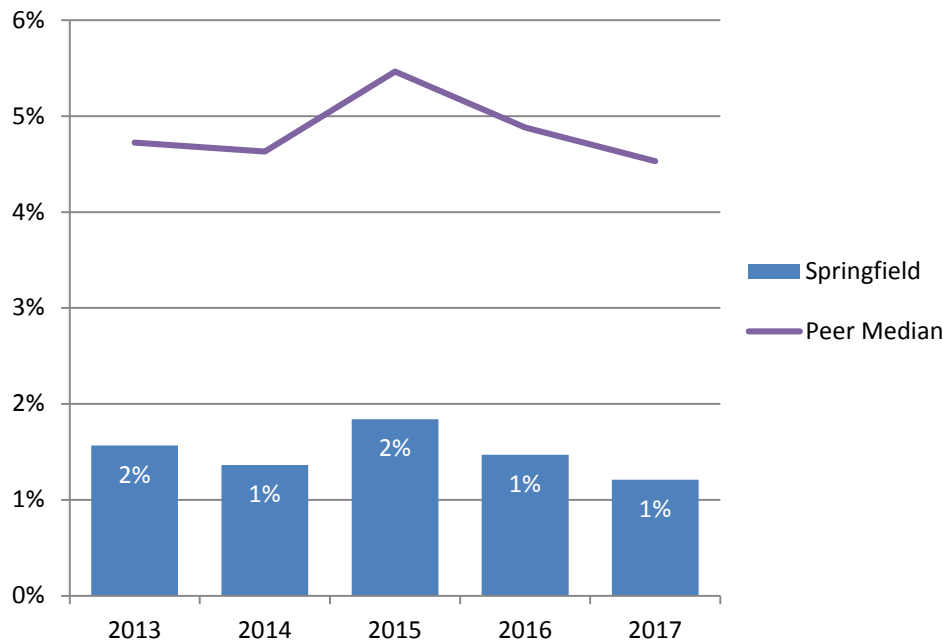
The percent of classes with more than 50 students at the University of Illinois at Springfield is less than its peer median.

Legend:
- Springfield
- Peer Median

Springfield values by year:
- 2013: 2%
- 2014: 1%
- 2015: 2%
- 2016: 1%
- 2017: 1%

Note: Excludes Iona College due to lack of available data.

Faculty* Salary - Difference from Peer Median
FY 2014 – FY 2018
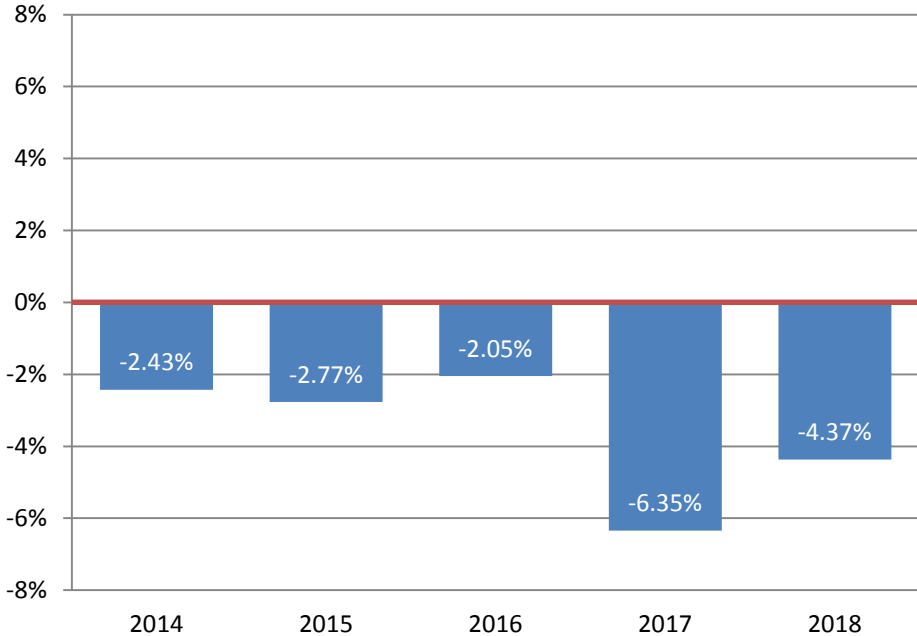
Average faculty salary at the University of Illinois at Springfield is lower than its peer median.

Year	Difference
2014	-2.43%
2015	-2.77%
2016	-2.05%
2017	-6.35%
2018	-4.37%

* Includes full-time instructional faculty who are benefit eligible and excludes library faculty and those on leave without pay.

Faculty Migration
FY 2013 – FY 2017

Tenure System Faculty Receiving Firm Offers

Decision	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Stay	0	2	0	0	0
Resign	6	5	3	5	5
Leave without Pay	0	0	0	0	0
Pending	0	0	0	0	0
Total Offers	**6**	**7**	**3**	**5**	**5**

Counter Offers	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
Counter Offers Made	0	3	0	0	1
Counter Offers Accepted	0	2	0	0	0
Percent of Counter Offers Accepted	**N/A**	**67%**	**N/A**	**N/A**	**0%**

In FY 2017, the number of outside offers made to tenure system faculty at the University of Illinois at Springfield is similar to last fiscal year.

University of Illinois at Springfield

Performance Metrics Analysis

Faculty and Scholarship Updates

REPORTED BY:

CHANCELLOR SUSAN J. KOCH

September 27, 2018

Areas Meeting or Exceeding Expectations

- Percentage of undergraduate class sections with more than 50 students remains low

- High proportion of tenure-system faculty

Accomplishments

- Limited faculty migration to other institutions during the State of Illinois economic crisis
- Making strides in increasing faculty salaries by implementing a faculty salary program for the first time in two years
- Created the Office of Institutional Effectiveness to assist programs with curricular planning
- Filled the position of Associate Vice Chancellor for Undergraduate Education to spearhead retention efforts

Areas Needing Improvement

- Percent of full-time tenure system faculty from underrepresented groups

- Student-to-faculty ratio

- Continued improvement in faculty salary competitiveness

- Percent of undergraduate class sections with fewer than 20 students

Strategy to improve
Percent of Tenure-system Faculty from Underrepresented Groups

- Actions:

  - Institute a doctoral dissertation fellows program to attract diverse faculty candidates
  - Investigate the HR faculty hiring process to look for ways to make our "time to hire" more efficient and, therefore, more competitive

Strategy to improve
Student-to-Faculty Ratio

- Actions:

    - Implement new academic programs in high-demand areas

    - Enhance strategic marketing

    - Created a new position, Associate Provost for Enrollment Management, to coordinate recruitment, admissions, financial assistance and registration efforts

Strategy to improve
Faculty Salaries

- Actions:

  - Invest in faculty lines in key strategic areas
  - New faculty union contract includes annual salary increases

Strategy to improve
Undergraduate Class Sections with Fewer than 20 Students

- Actions:

  - Fully deploy and integrate a new Student Success package into our daily operations
  - Revisit maximum capacity guidelines for courses

Areas we are watching

- Faculty salaries

- Transfer and freshman enrollment

- Graduate enrollment

- Class size